

Update on Proposed New RPM 2.07 Policy (Professional Research Staff) and S&E Classification Structure

**Town Hall Meeting
with Graham Fleming and Natalie Roe**

March 22, 2007

Background and History



- **Scientific Advancement Committee (SAC) was appointed in July 2005.**
- **Director Chu and Deputy Director Fleming charged the committee to provide advice on three issues:**
 1. **Criteria for promotion from Scientist to Staff Scientist including the appropriate level of documentation for review and approvals.**
 2. **Use of term appointments and their relationship to a probationary period for scientists. (Is six months adequate to judge the scientific talent of newly appointed scientists?)**
 3. **Does the current policy regarding Divisional Fellow appointments adequately provide for the Lab's need to renew its scientific workforce with world-class scientists?**



- **SAC membership included representation from ten scientific divisions and Office of Workforce Diversity:**

Mark Alper (Materials Sciences)

Bill Barletta & Christine Celata (Accelerator & Fusion Research)

John Bell (Computing Sciences)

Heinz Frei (Physical Biosciences)

Joe Gray (Life Sciences)

Don Grether (Environmental Energy Technologies)

Dan Neumark (Chemical Sciences)

Harry Reed (Workforce Diversity)

Natalie Roe, Chair (Physics)

Neville Smith (Advanced Light Source)

Yvonne Tsang (Earth Sciences)

- **SAC reported their findings and recommendations to Laboratory management in early 2006.**
- **New Professional Research Staff (S&E) policy was developed based on SAC recommendations.**
- **S&E compensation program was redesigned to support the proposed new appointment structure.**

Current S&E Population by Division

(as of mid-January 2007)



Current Classification	Appointment Type	AF	AL	CH	CR	CS	EE	EG	ES	GN	IT	LS	MS	NE	NS	PB	PH	Grand Total
Divisional Fellow	Term			2											1	1	1	5
Divisional Fellow Total				2											1	1	1	5
Scientist	Career	6	4		9		18	1	10	5		23		1	1	9		87
	Limited								1			4						5
	Rehired Retiree			1			1										1	3
	Term	5	1				6		14	12		22			3	9	4	76
Scientist Total		11	5	1	9		25	1	25	17		49		1	4	18	5	171
Staff Scientist	Career	22	20	4	29	1	41	14	33	8	1	29	25	4	14	3	6	254
	Limited						4		1									5
	Rehired Retiree	1		2			10	3	1			7	1		1		2	28
	Term		1	3	1		1			1			9					16
Staff Scientist Total		23	21	9	30	1	56	17	35	9	1	36	35	4	15	3	8	303
Senior Scientist	Career	12	4	4	9		9	8	8			13	6	1	14	4	18	110
	Limited	1																1
	Rehired Retiree	13		2			6		1			2	2		3		6	35
Senior Scientist Total		26	4	6	9		15	8	9			15	8	1	17	4	24	146
Distinguished Scientist	Career											1					1	2
	Rehired Retiree	1																1
Distinguished Sci Total		1										1					1	3
Grand Total		61	30	18	48	1	96	26	69	26	1	101	43	6	37	26	39	628

Career Path

- The Laboratory's scientific career path is not well-defined – there are 4 paths to career Staff Scientist (external hire, promotion from term Scientist, career Scientist, or term Staff Scientist). Each Division has its own pattern of usage.
- There are no clear Lab-wide criteria for evaluation and promotion to career Staff Scientist.
- Career Scientist is the highest position achieved by many scientists at LBNL who work in support roles in larger research programs or in the Lab's user facilities.
- Advancement from term to career can occur within same job classification and is not regarded as a promotion, although it is widely perceived as the most important career step.



Searches

- There is no clear Lab-wide definition of a “suitable search” for external hires.
- Advancement to a career position can occur without ever competing in an open search, or only competing at the Postdoc level.

Other

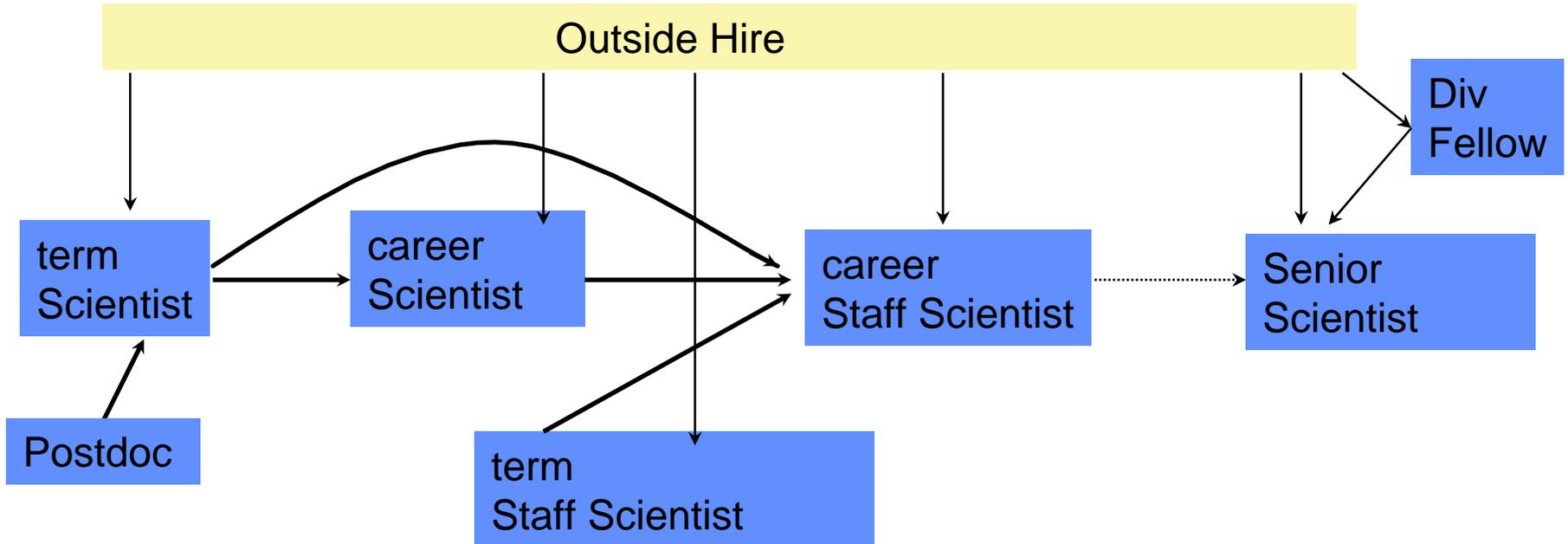
- Term positions are used for short-term projects (as specified in the RPM) and also for evaluation prior to advancement to career position. Both are legitimate, but lumping them together is confusing.
- Very few divisions use the Divisional Fellow position, due to lack of consistent funding for a five-year term position. Those that do use it are successful in attracting top-quality applicants.

SAC Goals for Recommended Changes to Present System

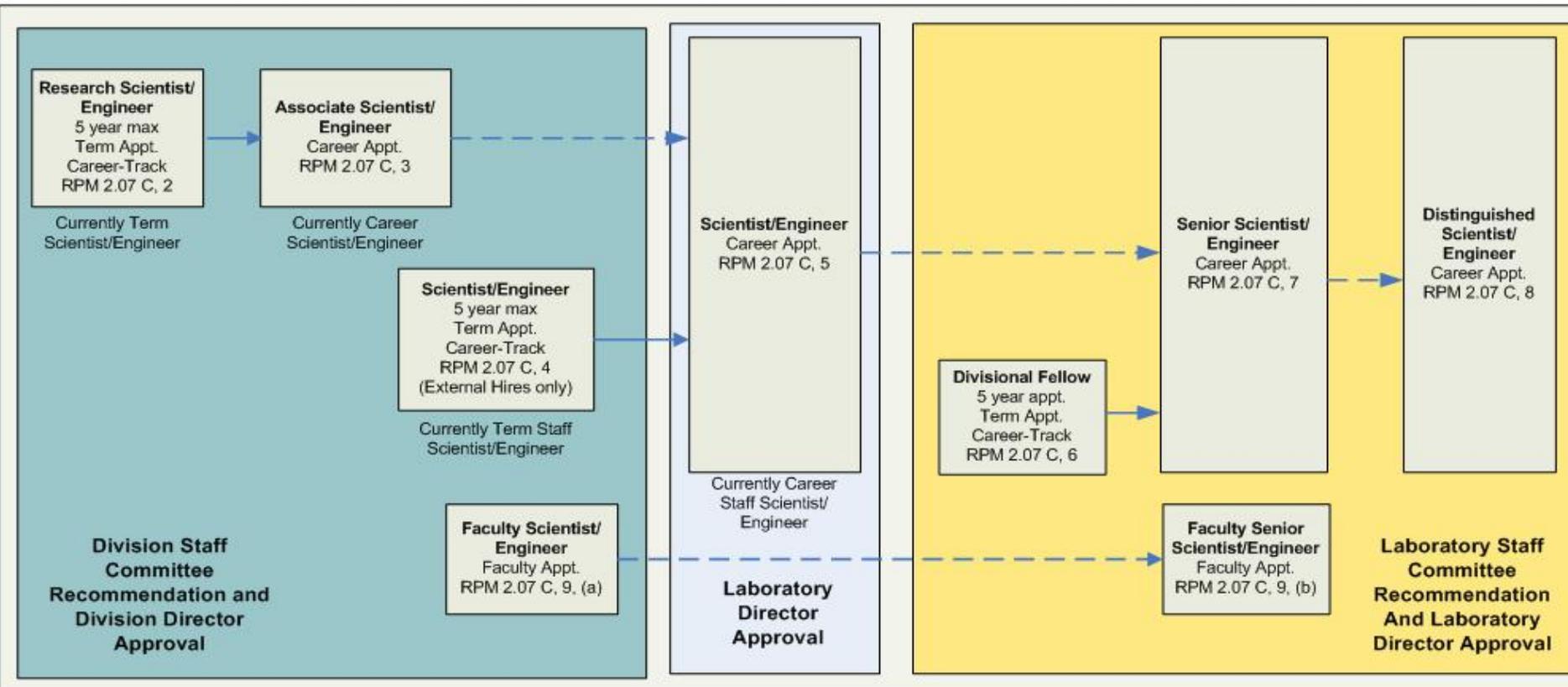


- **A well-defined scientific career path** that will be an asset for recruitment, retention, staff morale, and staff quality.
- **Flexibility** to meet the differing needs of all Divisions, while ensuring Lab-wide standards at the career Staff Scientist level.
- **Include both career Scientist and career Staff Scientist as respectable end points** for a Lab scientist's career.
- **A clear transition from term to career that represents a promotion.**
- **Well-defined evaluation criteria** and documentation requirements for hire or promotion to career appointments.
- **Well-defined criteria for a “suitable search”** for external hires.
- **New S&E titles and position criteria to correspond to a new compensation program.**

Present LBNL Scientific Promotional Career Path(s)

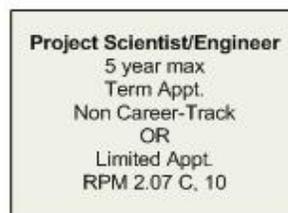
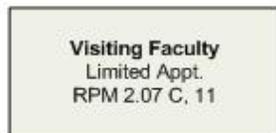
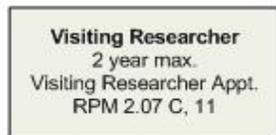
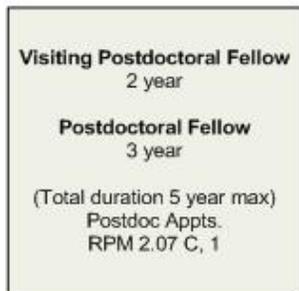


Proposed Berkeley Lab Scientific Career Paths

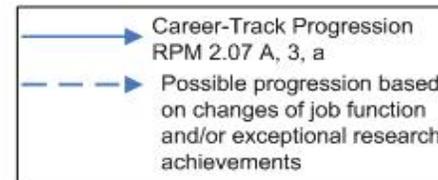


Other Scientific Positions

Division Director or Designee Approval



Currently Term Scientist/
Engineer or Term Staff
Scientist/Engineer



NOTE: This chart shows only the mapover of job titles from the current job title system to the proposed job title system. Divisions will determine individual employee job titles.

Position Mapping into New S&E Appointment Structure



Current Appointment	New Appointment
Scientist/Engineer (Term)	<ul style="list-style-type: none"> • Research Scientist/Engineer (Term Career Track) - or - • Project Scientist/Engineer (Term Non-Career Track)
Scientist/Engineer (Career)	<ul style="list-style-type: none"> • Associate Scientist/Engineer (Career)
Staff Scientist/Engineer (Term)	<ul style="list-style-type: none"> • Scientist/Engineer (Term Career Track) - or - • Project Scientist/Engineer (Term Non-Career Track)
Staff Scientist/Engineer (Career)	<ul style="list-style-type: none"> • Scientist/Engineer (Career)
Divisional Fellow (Term Career Track)	<ul style="list-style-type: none"> • Divisional Fellow (Term Career Track)
Senior Staff Scientist/Engineer (Career)	<ul style="list-style-type: none"> • Senior Scientist/Engineer (Career)
Distinguished Staff Scientist/Engineer (Career)	<ul style="list-style-type: none"> • Distinguished Scientist/Engineer (Career)

Management Position on Titles



“I am very flexible on the names of the positions as long as they are clear, that it is intuitively obvious which is the higher and which is the lower position.

On the other hand, if there is concern about the number of positions and their duties, then that's a more serious issue which we'll need to discuss further.”

Graham Fleming, email dated Feb. 5, 2007

Suitable Search



- **Suitable Search Guidelines provide information on search criteria including:**
 - **Search scope (national / international)**
 - **Search committee membership**
 - **Position advertising (e.g., in scientific journals)**
 - **Reference letter solicitation**
 - **Candidate interview process including a seminar**

Comment Period



- Lab-wide employee 30-day comment period runs from 3/2/07 through 3/31/07.
- Comments may be submitted via email to:
hrpolicy@lbl.gov
- 3/2/07 TABL announcement including web link to the proposed new policy is found at:
<http://www.lbl.gov/today/2007/Mar/02-Fri/3-2-07.html>

Implementation & Communication Plans



2/6/07	Natalie Roe hosts informational meeting with members of Scientific Advancement Committee & Laboratory Staff Committee.
2/8/07	Presentation / update to Division Directors and Senior Lab management at Division Directors' Meeting.
3/1/07	Final approval given by UC Office of the President on LBNL proposed changes to RPM 2.07 (Professional Research Staff)
3/2/07	– TABL announcement from Dr. Chu / Dr. Fleming with invitation for scientific staff to attend 2 Town Hall meetings re new policy & appointments. – TABL announcement commences 30-day employee comment period.
3/7/07	First Town Hall meeting for scientific/engineering staff – hosted by Graham Fleming & Natalie Roe.
3/22/07	Second Town Hall meeting for scientific/engineering staff – hosted by Graham Fleming & Natalie Roe.
Mar 07	– HR Centers assist Divisions with S&E appointment mapover decisions (using Lab-wide guidelines and criteria for consistency in mapover process). – Divisions develop internal procedures for scientific appointments and promotions, consistent with new policy and Lab-wide guidelines.

Implementation & Communication Plans

(continued)



Mar 07	Divisions communicate information to Division Staff Committee members, supervisors, and scientific staff re proposed new policy & classifications (with assistance from HR Centers).
3/31/07	Employee comment period ends.
4/2/07 – 4/6/07	Final review of employee comments. HR shares summary of employee comments with Laboratory management. Laboratory management determines if there will be any changes to draft policy, per employee comments.
4/16/07	Effective date of new 2.07 policy and S&E appointment mapover.
Week of 4/16/07	HR Centers prepare / Division supervisors issue notification letters to S&E staff confirming new classification.

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